



Alabama Board of Nursing

2021 Licensee Survey

Presented by:

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Board Development

The 2021 Licensee Survey was presented at the November 18, 2021 Board Meeting.

Objectives

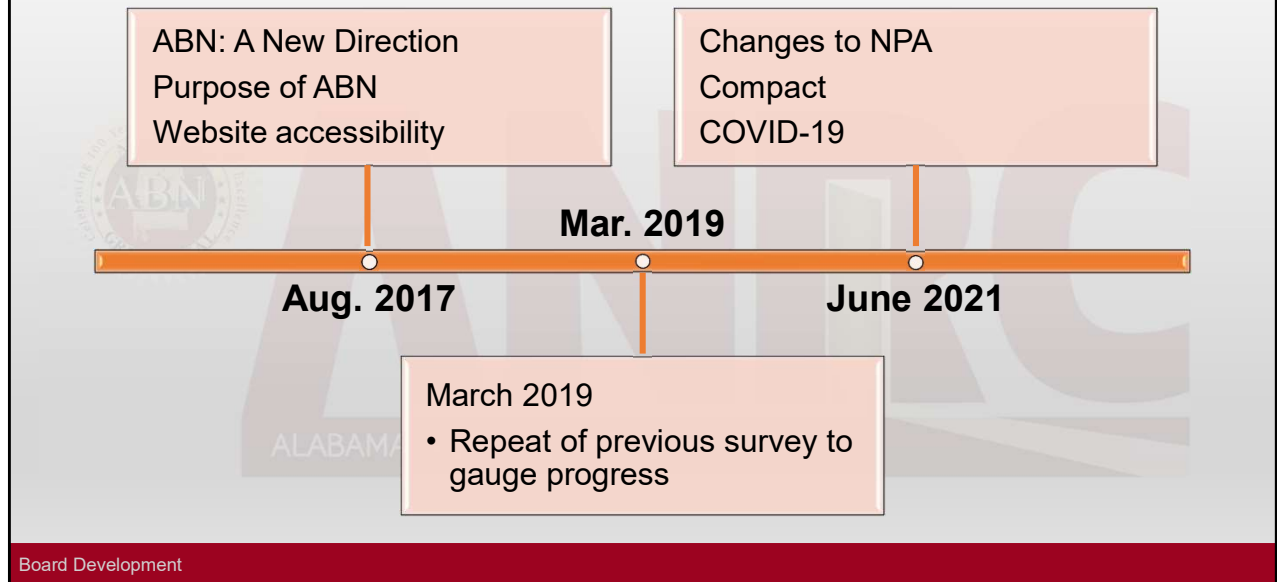
Upon completion of this presentation, you should be able to:

- Describe the survey plan for the 2021 licensee survey.
- Discuss responses to survey questions.
- Propose a plan(s) to address findings.

Board Development

The presentation was available for CE credit for nurses who attended the Board Meeting.

Background: Past Licensee Surveys



The first licensee survey was conducted in August 2017 and was titled “ABN: A New Direction” reflecting visionary changes to nursing regulation in Alabama by the recently appointed Executive Officer, Peggy Benson. The survey included questions regarding the purpose of the ABN & accessibility of the website & My Profile following a redesign to the website in 2016. Results of this survey were presented at the November 2017 Board Meeting & were interpreted as a noticeable positive culture and paradigm shift as a result of the ABN’s 2015 “A New Direction” initiative. An Action Plan was developed to address items with the negative responses, to include ABN’s electronic footprint, especially topics relating to CE,, uploading CE documentation to the Individual CE record, and the CE courses transcript.

In March 2019, the survey was repeated with the same questions. In the interim, the ABN increased communication, included brief website demonstrations during live presentations, and developed educational content to improve nurses’ access and understanding of electronic resources available on the ABN’s website, including CE content and the Individual CE record. All items were noted to have **an increase in affirmative responses with an average of about 6.4%!**

As a result of changes to the Nurse Practice Act & implementation of the Nurse Licensure Compact, as well as the pandemic, the 2021 licensee survey was reimagined to include questions on these topics, specific to inquiry regarding COVID-19's impact on Alabama nurse employment. Staff further elected to formulate questions in a manner that did not allow for free-text responses in order to reduce time required for analysis. The two previous licensee surveys allowed free-text responses; a gap in analysis of those responses was identified in each previous cycle.

Survey responses:

2017: 19,575 (75.5% whom were RNs – not incl/ APRNs)

2019: 13,872 (74.8% whom were RNs – not incl/ APRNs)

2021: 12,695 (level of practice not asked on this survey – RN population is approximately 82% of licensees; both previous surveys had about 75% RN participation)

Background: 2021 Survey Plan

Compact License Use

- Alabama joined January 1, 2020
- Worked on a MSL outside of Alabama?
- Considered getting an MSL?

COVID-19 Employment

“According to the [U.S. Bureau of Labor Statistics](#), 1.4 million health care workers — many of them nurses — were laid off or furloughed in April. More than 134,000 of those losses happened in hospitals, adding to a record jobless rate of 14.7 percent in April and unemployment numbers not seen since the end of the Great Depression.” (Kirk, B. 2020)

Board Development

The Compact was implemented January 1, 2020. We wondered how many nurses have used their Alabama Compact license to work outside Alabama, as well as how many nurses have considered getting a Compact license?

Anecdotal communications with Board staff indicated that job losses could be attributed to Covid-19. According to a June 2020 article in Newsweek, many nurses and other healthcare workers in the U.S. either temporarily lost wages by being furloughed, or permanently lost their jobs as a result of Covid-19. Much of this has been attributed to healthcare staff who worked in operating rooms, specialty clinics, & labor & delivery units. The cancellations of elective surgeries and routine procedures had a significant & negative impact on facilities' revenue.

For example, despite being hard hit early in the pandemic, many nurses in Massachusetts were furloughed instead of being assigned to other parts of the hospital. Other hospitals ended services completely, as some Labor & Delivery nurses experienced in California. Many nurses who experienced this may have begun employment at another facility, sought employment outside of healthcare, or modified their home life to be without the income. We explored this possibility in Alabama in the Licensee Survey.

Background: 2021 Survey Plan

Invitation to participate

- Initial email sent June 11
- ABN listserv
- Nurses with an active Alabama nursing license
- Reminder email sent June 21
- Survey closed June 25

Sample

- Convenience sample
 - Nonprobability sample
 - Convenience and availability
- Survey Monkey
- *Did the sample allow for inferences to the population?*

(Creswell & Creswell, 2018)

Board Development

The 2021 Licensee Survey began June 11, 2021 & continued through June 25, 2021. Nurses with an active Alabama nursing license were invited to participate in the study via emails sent through the ABN's list serv. A reminder email was sent June 21, 2021. Both email dates are clearly visible on the chart shown indicating the volume of responses received on those two dates.

The sample is a nonprobability convenience sample because participation was dependent on convenience and availability. The ABN's online survey tool, Survey Monkey, was used to collect & store data. Survey Monkey also estimated that the survey would take two minutes for participants to complete.

So, out of the approximately 96,000 nurses invited to participate, did the responding sample allow for inferences to the population?...

2021 Survey Sample

- Total Responses: **12,695** exceeds recommended sample size for formulated inferences

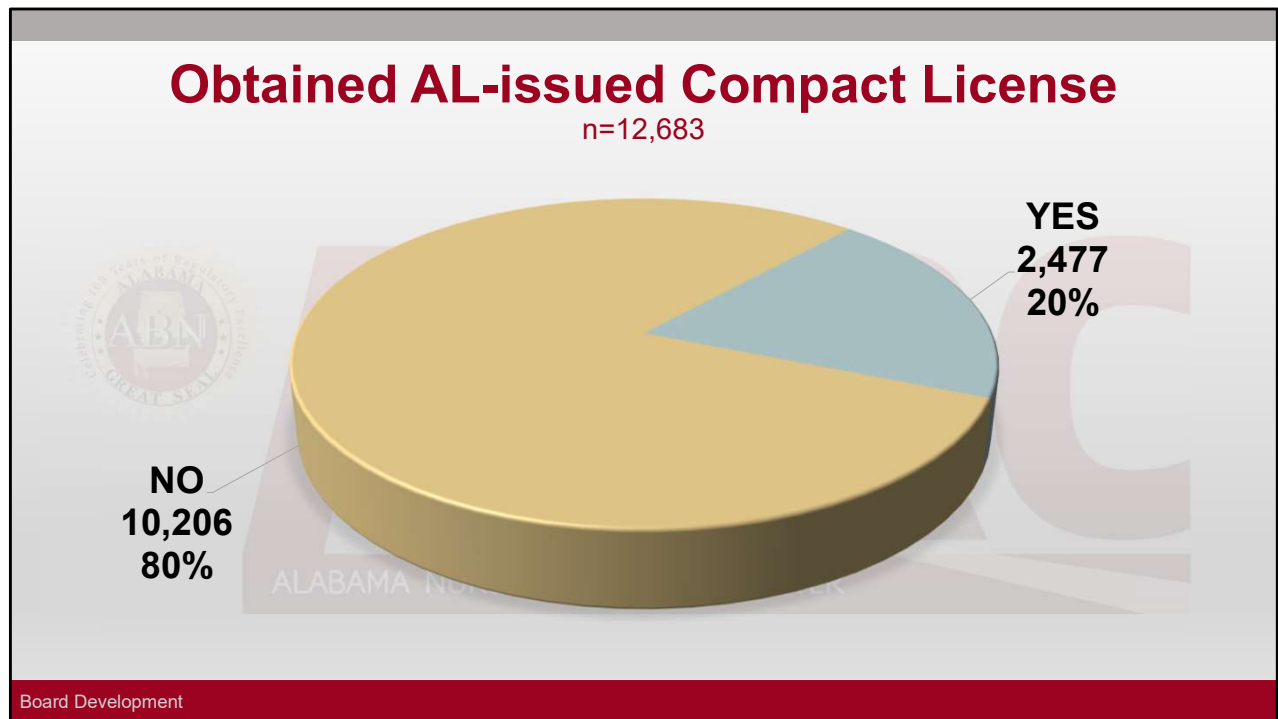


RESULTS	
Dichotomous Endpoint, One-Sample Study	
Sample Size	
Group 1	6870
Total	6870
Study Parameters	
Incidence, population	10%
Incidence, study group	9% 10% dec
Alpha	0.05
Beta	0.2
Power	0.8

(Creswell & Creswell, 2018)

Board Development

In this case, yes. The sample size of 12,695 exceeds the recommended sample size that was obtained using free online software to perform a G* Power analysis. To perform this analysis, the incidence of job loss during COVID was estimated at 10% of the population. There is a 5% or less chance that findings are due to chance (seen on the chart as the Alpha).



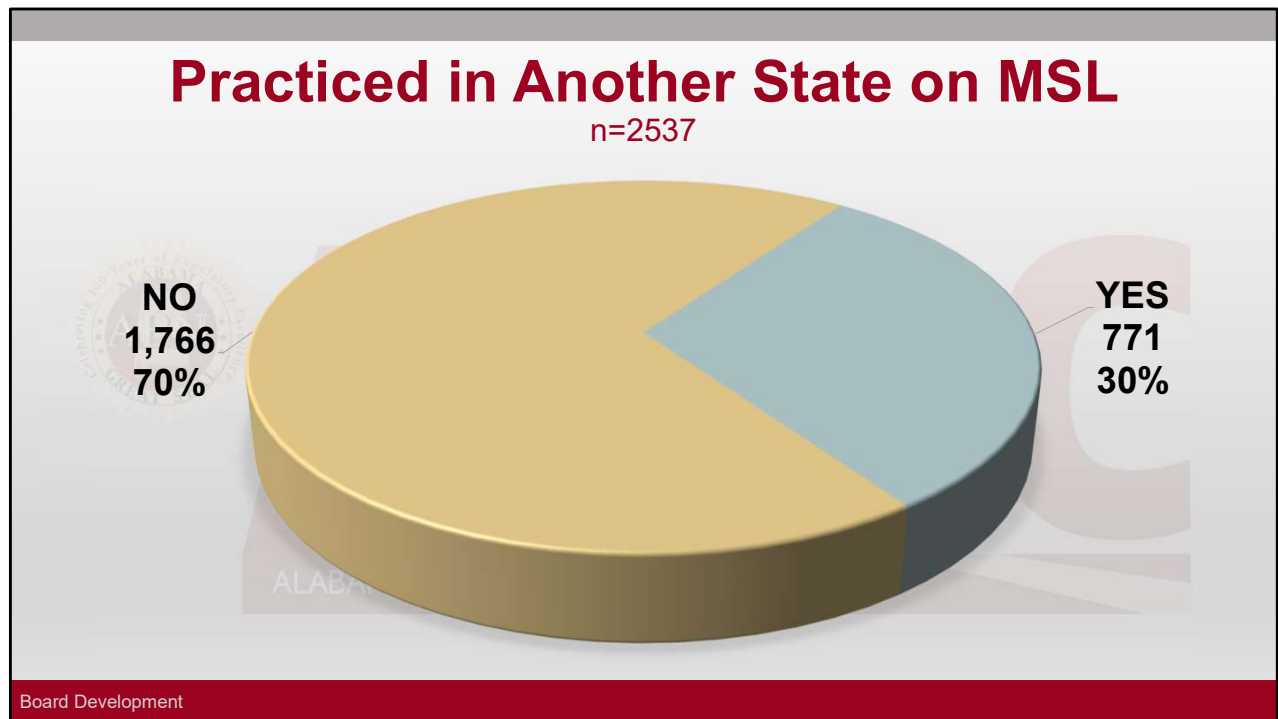
The first three questions pertained to Alabama-issued MSL, or Compact, licensure. Participants were simply asked “Do you have a Compact license issued by Alabama?” Only 12 participants did not provide a response for this question, while 12,683 answered it. You can clearly see that 80% of participants do not have a Compact license.

Now, of those 20% of nurses who do have an AL-issued Compact license...

Do you have a Compact license issued by Alabama?

Answered 12683

Skipped 12



70% of Alabama nurses who have an Alabama Compact license have not used their nursing license to work in another state.

Based upon previous response, only 2477 nurses were eligible to answer this question; yet 2537 responses were provided.

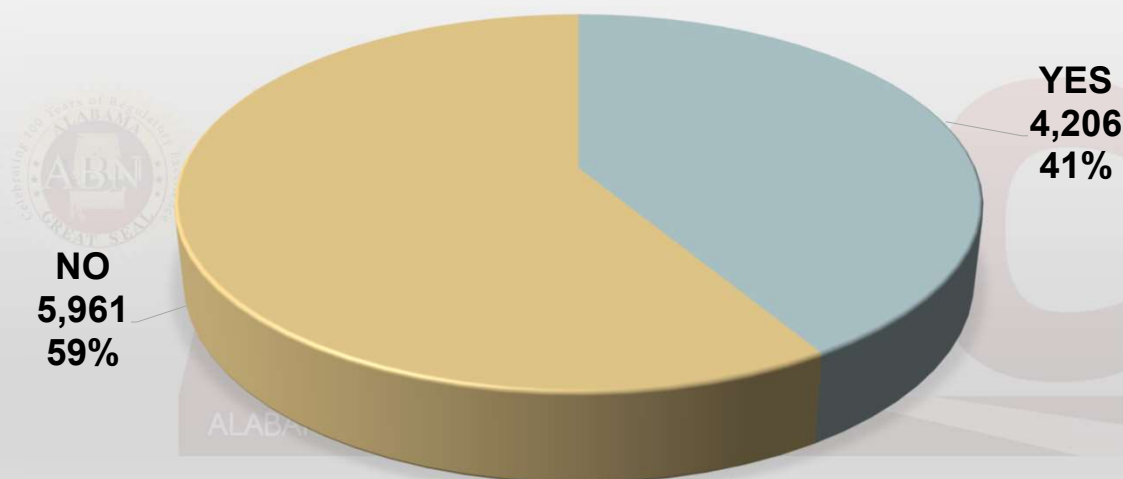
Sampling error vs. glitch in the survey tool's question branching logic.

Have you used your Alabama Compact license to work in another state?

Answered	2537
Skipped	10158

Considered Applying for AL Compact License

n=10,167



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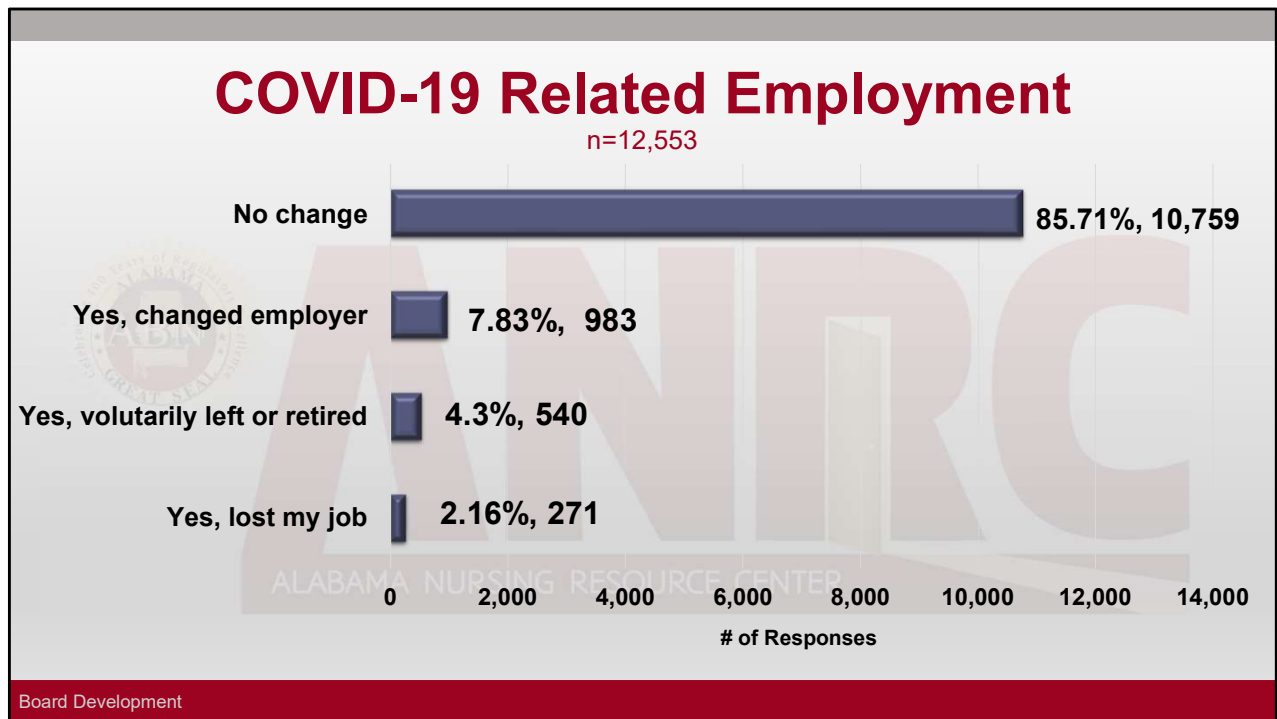
Of the 80% who do NOT have an Alabama Compact license, 41% of them have considered applying for one.

Next, we'll look at how nurses reported impacts on their employment status related to the COVID-19 crisis.

Have you considered applying for an Alabama Compact license?

Answered 10167

Skipped 2528



This was the 3rd survey question for all participants: Did your nursing employment status change because of COVID-19?

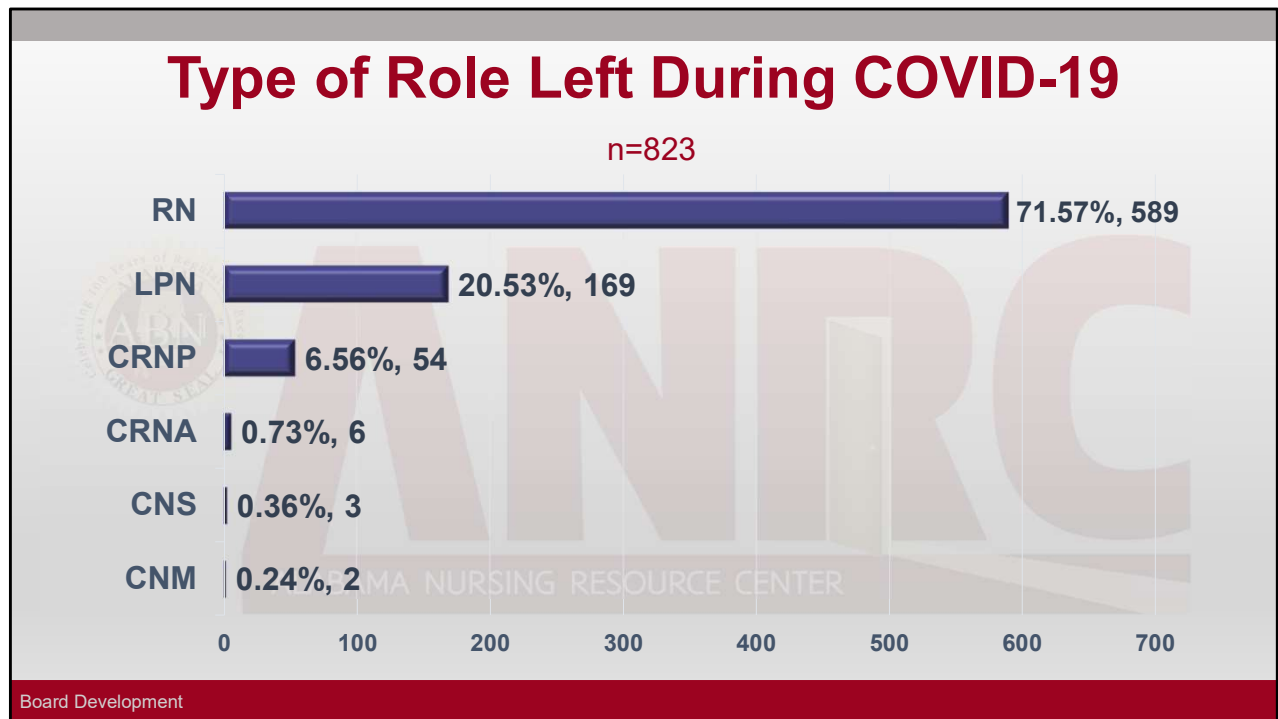
A total of 12,553 responded, with over 85% of nurses reporting no change to their employment.

Bottom three were then asked...

Did your nursing employment status change because of COVID-19?

Answered 12553

Skipped 142



What nursing role they left ...

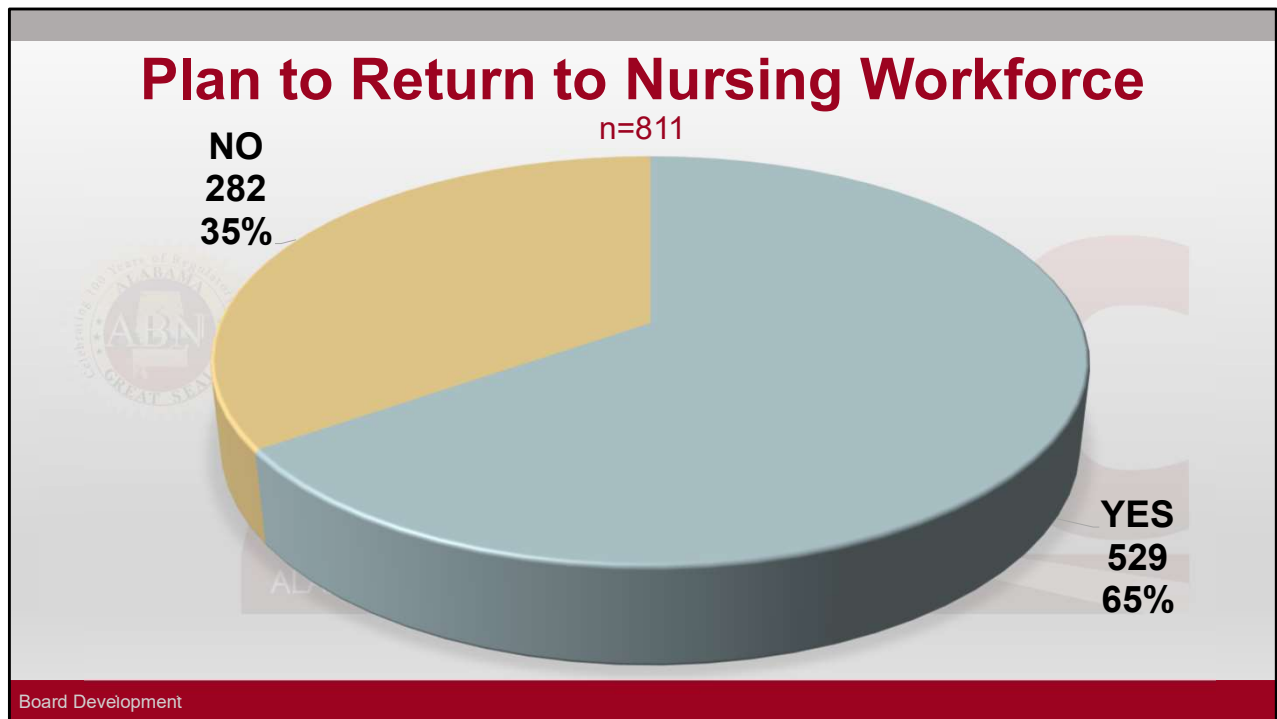
Only about half of those who were eligible to respond (823 answered / 1,794 eligible to answer)

92% were nurses in the RN or LPN roles. About 6.5% of CRNPs who responded left their roles, either voluntarily or involuntarily, due to COVID-19.

Those nurses who responded “yes” in any capacity to the previous question were eligible to answer this question.

Please select the role of the nursing job you left:

Answered 823
Skipped 11872



Again, those nurses who answered “yes” to having a COVID-19 employment-related change were asked if they plan to return to the nursing workforce.

And again, less than half of those who were eligible to respond provided a response.

65% of nurses **plan to return to nursing**.

811 answered / 1,794 eligible to answer

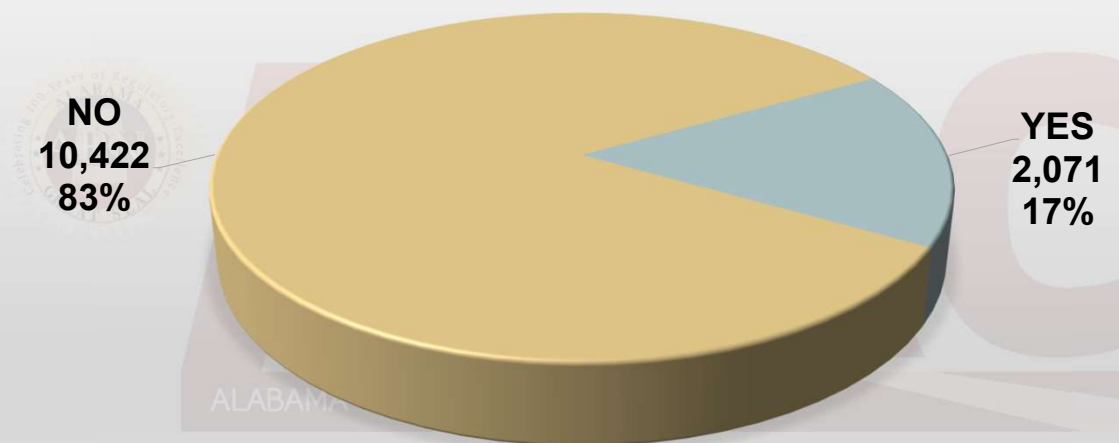
Do you plan to return to the nursing workforce?

Answered 811

Skipped 11884

Furloughed or Laid Off During COVID-19

n=12,493



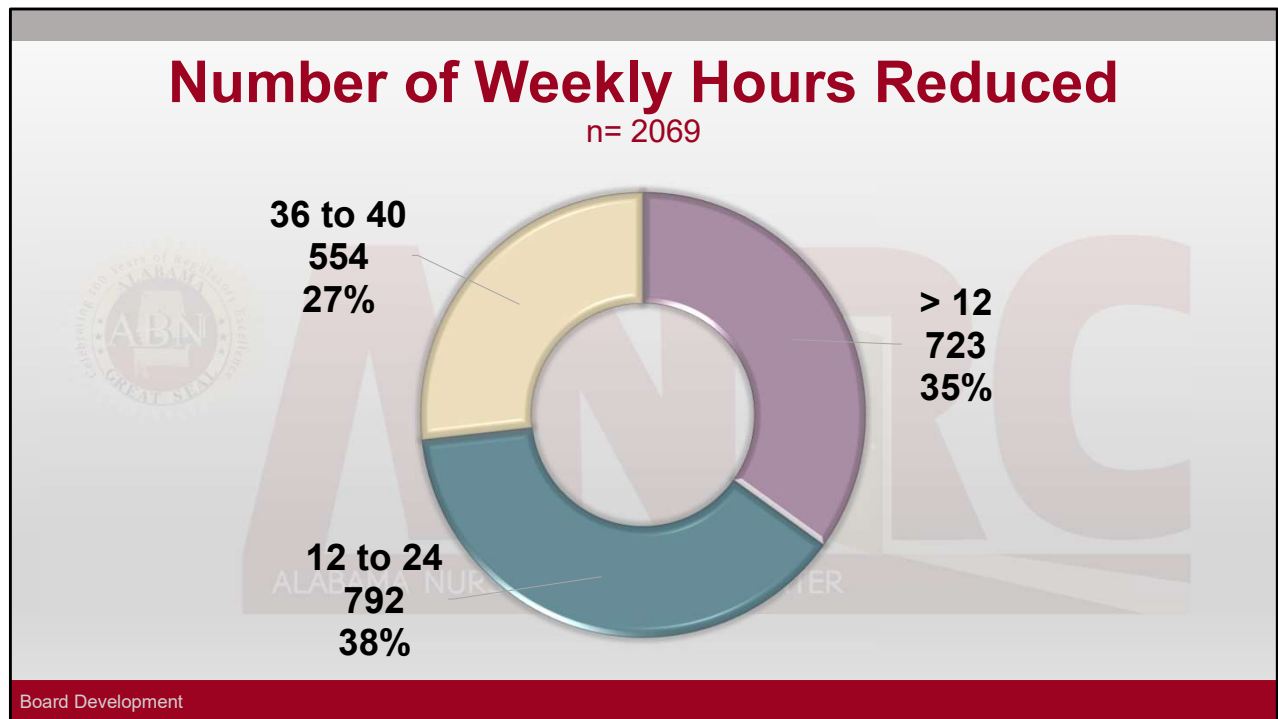
Board Development

The next question asked all participants if they were furloughed or temporarily laid off for any amount of time from your nursing job during COVID-19? (To include having your number of normal hours worked decreased involuntarily or voluntarily.)” 12,493 answered this question, with 17% responding that yes, they were furloughed or temporarily laid off during COVID-19.

Were you furloughed or temporarily laid off for any amount of time from your nursing job during COVID-19? (To include having your normal number of hours worked decreased involuntarily or voluntarily.)

Answered 12493

Skipped 202

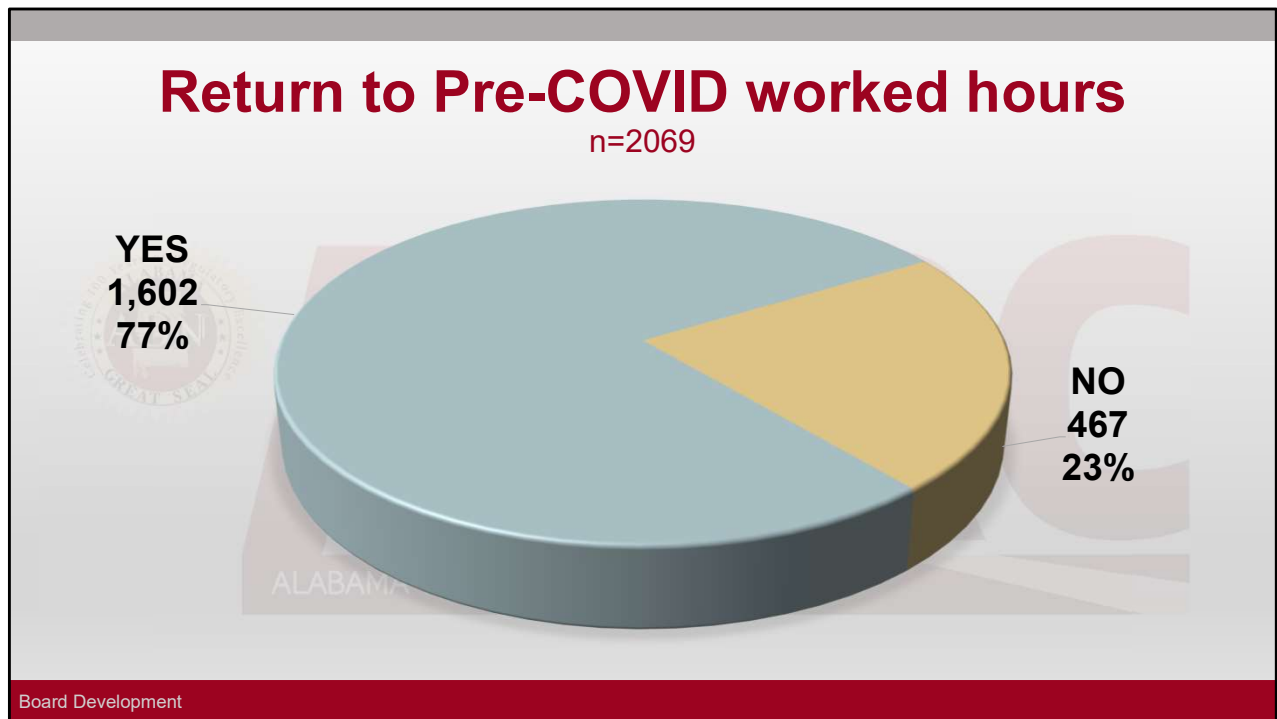


So, we then asked participants who said that they were furloughed or temporarily laid off, “How many hours per week was your schedule reduced?” There was a 99.9% response rate to this question, with 2069/2071 eligible nurses providing a response.

About a quarter of nurses reported loss of full-time hours, with the remaining nurses losing 1-3 shifts per week, depending on their normal hours worked.

How many hours per week was your schedule reduced?

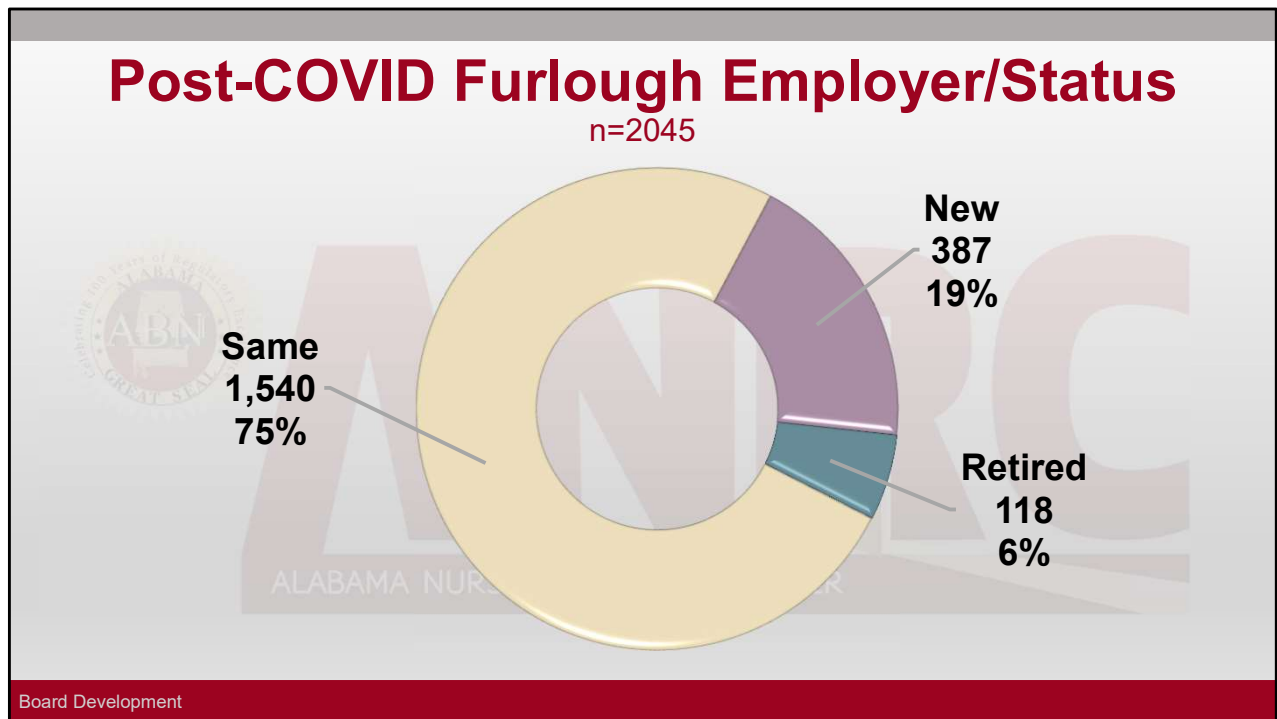
Answered	2069
Skipped	10626



Again, a 99.9% response rate to this question, with 2069/2071 eligible nurses responding related to whether they have returned to their pre-COVID-19 total working hours? (i.e., working full time before, working full-time now)

Have you returned to your pre-COVID-19 total working hours? (i.e., working full time before, working full-time now)

Answered	2069
Skipped	10626



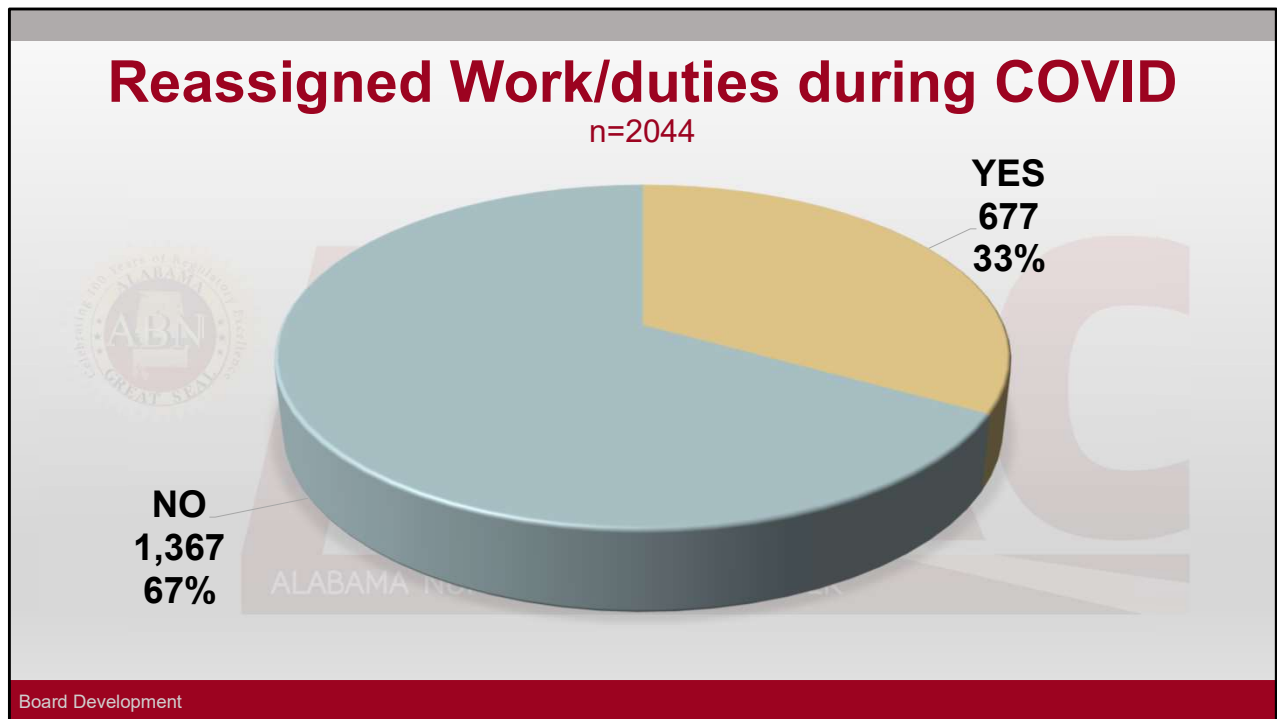
This was another “yes” follow-up question for those nurses who reported some type of COVID-19-related employment change. The question was, “Did you return to the employer from which you were furloughed or temporarily laid off or did you begin employment with a different employer?”

Another high response rate, with 2045/2071 of eligible nurses responding, a 98% response rate.

Three-quarters of nurses have returned to their same employers, & 6% opted to retire.

Did you return to the employer from which you were furloughed or temporarily laid off or did you begin employment with a different employer?

Answered	2045
Skipped	10650



The final follow-up question for the approximately 15% of nurses who had reported an employment change due to COVID-19 were asked, “Were you reassigned to other nursing duties or departments for any amount of time by your nursing employer during COVID-19?” 2/3 of nurses were not reassigned due to COVID-19.

2044/2071 eligible responded

Were you reassigned to other nursing duties or departments for any amount of time by your nursing employer during COVID-19?

Answered	2044
Skipped	10651

Connecting the Surveys



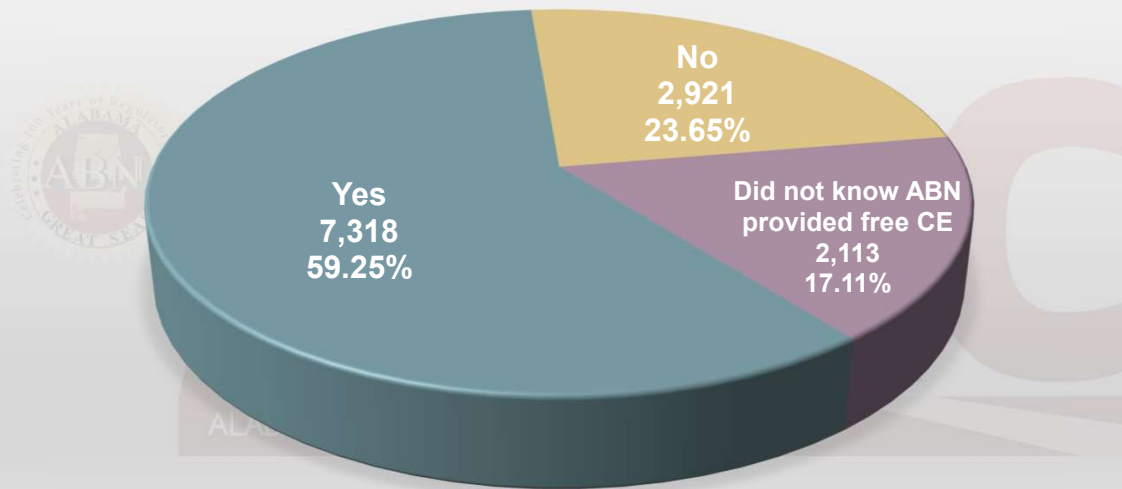
Moving Alabama nursing forward...

Board Development

The final part of the 2021 ABN licensee survey connects the previous two surveys, which were focused on ABN presence and electronic resources for nurses. Here we asked them about CE, communications, & My Profile.

Utilized Free CE on the ABN Website

n= 12,352



Board Development

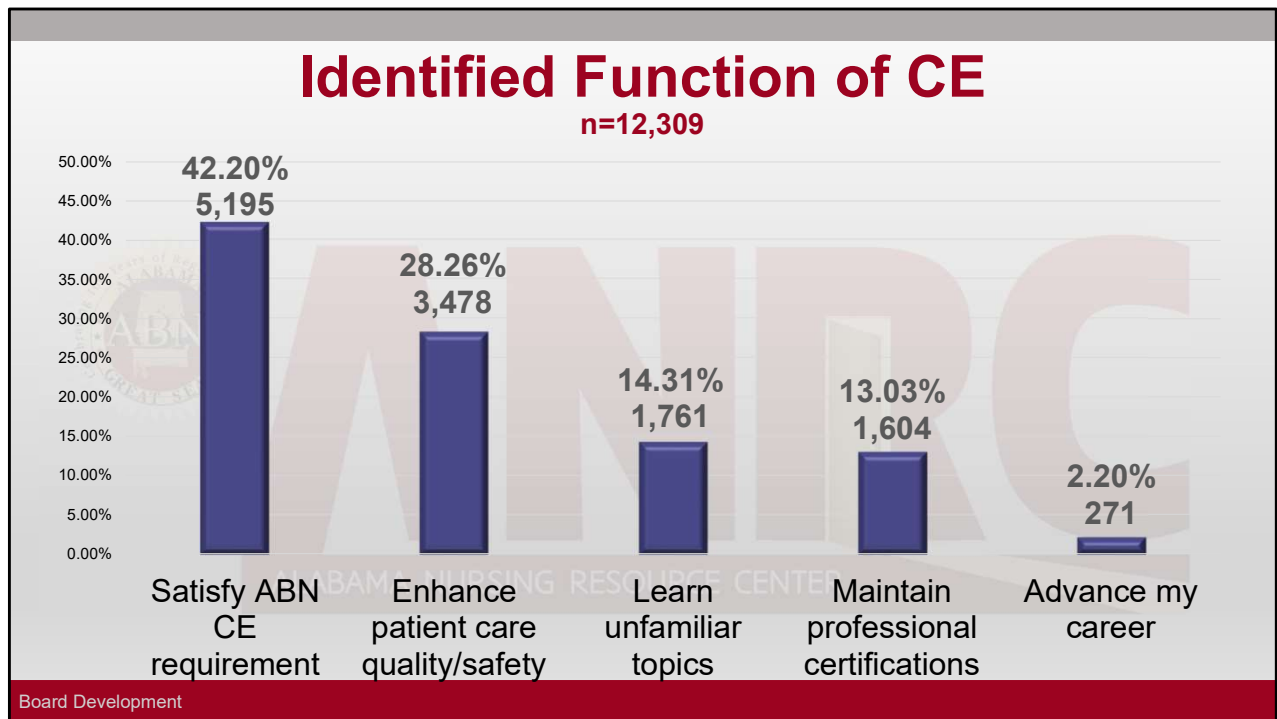
All the licensee surveys have asked a question regarding ABN CE. The previous surveys asked about ease of use of ABN CE on its website & uploading transcripts to their Individual CE Records. This time, we simply wanted to know whether they take the free continuing education (CE) courses from the ABN's website? Although almost 60% reported that they do, 17% of nurses reported that they did not know the ABN provided free CE!

This shows us that we have some opportunities to promote ABN CE programs.

Do you take the free continuing education (CE) courses from the ABN's website?

Answered 12352

Skipped 343



Article 3 of the Nurse Practice Act directs the ABN to provide CE for nurses. Considering that nurses are responsible & accountable for having knowledge of the laws & rules regulating nursing, we asked participants to choose the response that BEST describes the function of continuing education.

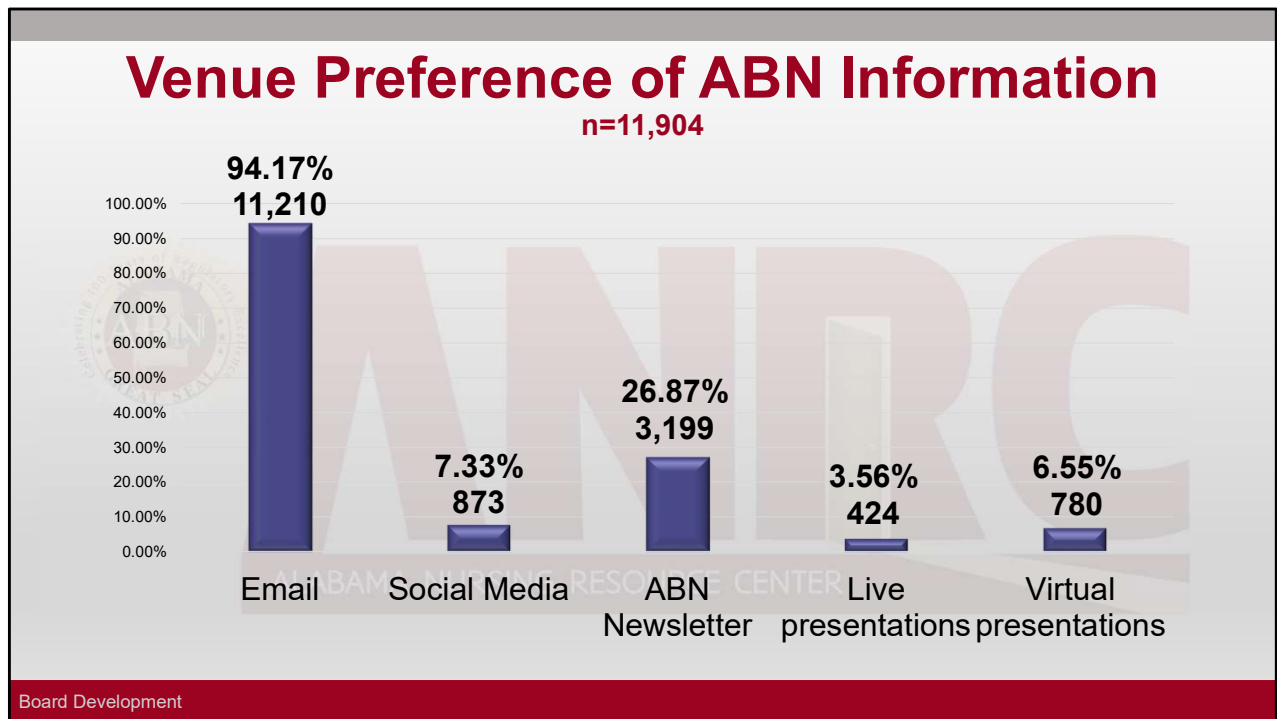
At the time the question was written, enhancing the safety & quality of patient care was the BEST option. However, when considered within the context of the statute, the options “learning unfamiliar topics” & “maintaining professional certifications” also contribute to a nurse’s ability to safely meet the healthcare needs of the citizens of Alabama. **Just over half of respondents, at about 55% (the middle three responses combined), provided a response that is a statutorily-defined function of CE.**

Over 42% of nurses take CE to satisfy the ABN requirement. Although the quantity of contact hours required is established in the rules, it is an arbitrary number, as many states differ on their CE requirements. However, Wang & colleagues (2018) found that *75% of nurses would still participate in CE even if it weren’t a requirement for continued licensure. (e.g., Professional responsibility).*

Choose the response that BEST describes the function of continuing education (CE).

Answered 12,309

Skipped 386



This was the only question on the survey that allowed for multiple responses. Nurses were asked how they prefer to receive information from the ABN via:... (SELECT ALL THAT APPLY)

- Email
- Social Media (Facebook, Twitter)
- ABN Quarterly Newsletter
- Live, in-person presentations by Board staff
- Live, virtual presentations by Board staff

Clearly, nurses prefer emails, followed by the ABN Newsletter, with live, in-person presentations by Board staff being the least popular.

It was assumed that nurses may enjoy the newsletters, so next, we asked them...

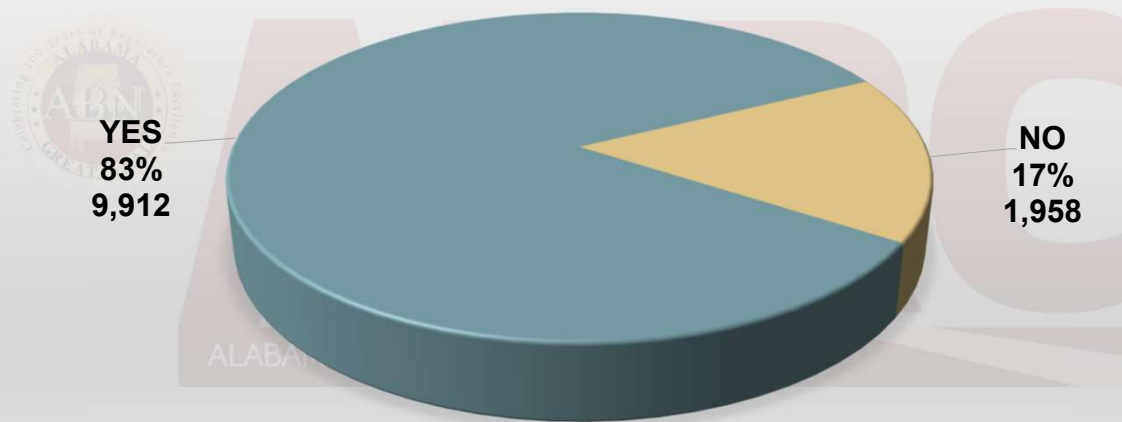
I prefer to receive information from the ABN via (select all that apply):

Answered 11,904

Skipped 791

ABN Newsletters are Interesting

n= 11,870



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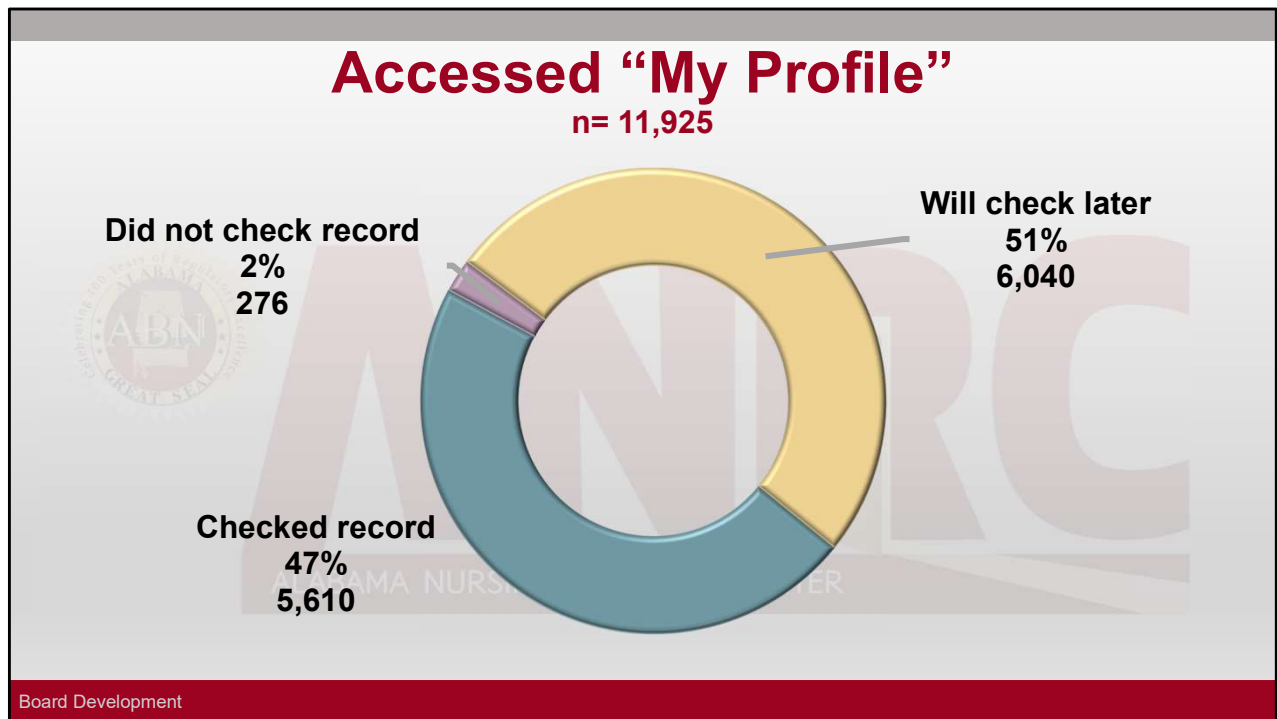
If they found that the ABN Newsletters contain at least one item that interests them. 83% said yes.

But we also considered that nurses would not receive emails from the Board if their information in My Profile wasn't current.

I find that the ABN Newsletters contain at least one item that interests me.

Answered 11,870

Skipped 825



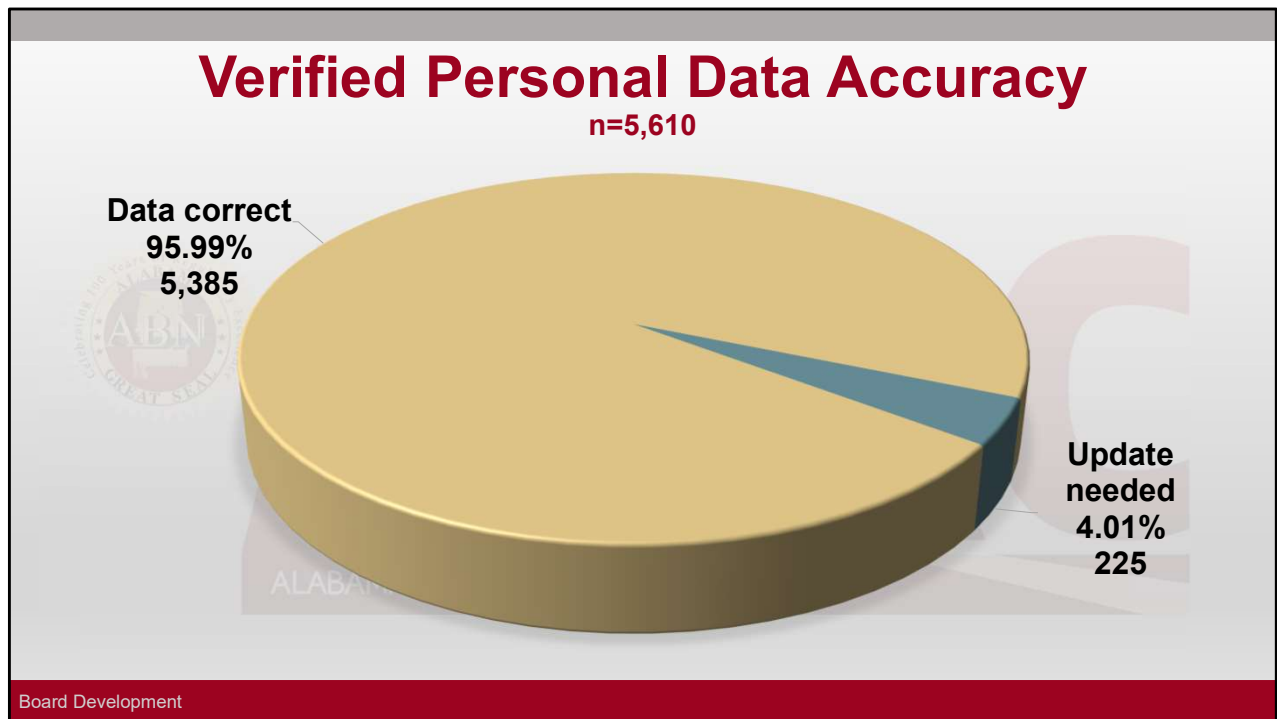
So, we sent them directly to it. Half of them did not take the time to check their records, despite the question citing the ABN Administrative Code requiring licensees to maintain current contact information on file with the Board.

This was the final survey question provided to all nurses: 11,925/12,695 = **94% of nurses who started the survey completed it.**

Please visit www.abn.alabama.gov/my-profile/ and review your personal data (name, address, telephone number, email address). As a reminder, the ABN Administrative Code requires each licensee to maintain current contact information on file with the Board.

Answered 11,925

Skipped 770



Of those who did check their records, 5610 nurses, all 5610 responded, & 4% found that their information was incorrect & required updating.

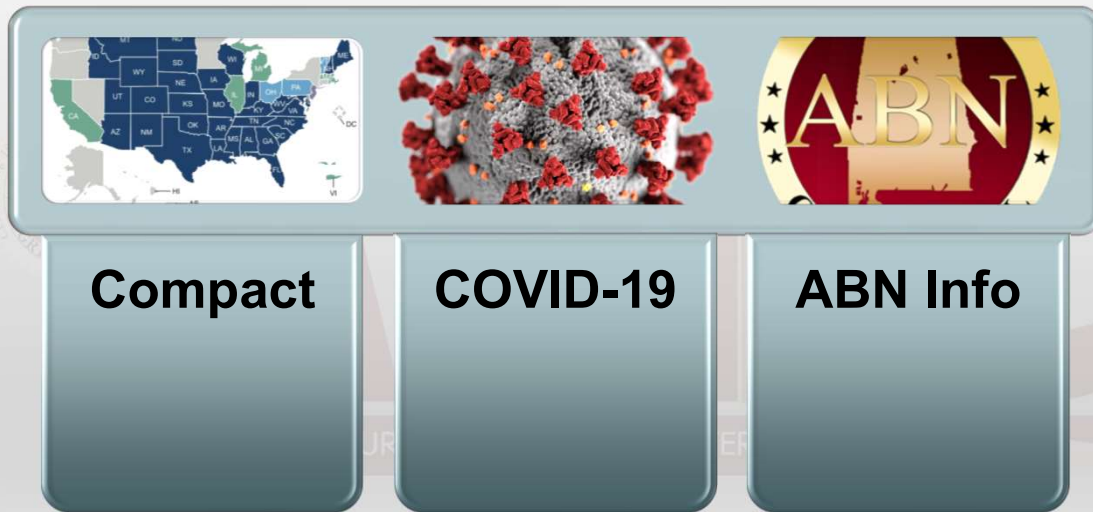
"Was your data on file with the Board accurate, or did it require updating?"

Was your data on file with the Board accurate, or did it require updating?

Answered 5,610

Skipped 7,085

Summary of Results



Board Development

Compact

41% of nurses who do not have a Compact license are curious... However, we also anticipate that we will lose some currently-licensed AL Compact licensees back to single state. We are already seeing this for the first MSP/ Compact license renewal in 2021. It is expected that within 4-5 years the percentage of Alabama-issued Compact licenses will stabilize & contribute to future budgetary predictions.

COVID-19

85% of nurses saw no changes to their employment status. Although nurses were asked about hours lost, of those who remained employed without change, it is unknown whether these nurses' work hours increased. An increase in the number of work hours contributes to physical exhaustion & emotional burnout, which can negatively impact patient care.

ABN Info:

1. Promotion of CE programs & ABN content via email list serv:
 - Recently released CE catalog.
 - Continue to develop programs that are meaningful for licensees through ready applicability (i.e., Service Recovery in Difficult Situations, Clinical Policy & Procedure Development, Just In Time Trainings, etc.)
2. Continue to explore innovative ways to deliver CE content (live, virtual webinars?)

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